DOCUMENT RESUME

ED 023 197 EA 001 739

Instrument for Evaluation of Teacher Salary Schedules, 1967-68.
National Education Association, Washington, D.C.
Pub Date 67
Note-17p.
Available from-National Education Association, 1201 Sixteenth Street, N.W., Washington, D.C. 20036 (Stock No. 431-13248, $.50).
EDRS Price MF-$0.25 HC Not Available from EDRS.
Descriptors-*Bachelors Degrees, *Evaluation Techniques, *Masters Degrees, *Salary Differentials, *Teacher Salaries

This report presents an instrument for the evaluation of teacher salary schedules. The instrument contains 10 tests, the first five of which are concerned with the adequacy of dollar amounts scheduled, and the second five of which evaluate the structure of the schedule in terms of desirable practice. (HW)

PROCESS WITH MICROFICHE AND PUBLISHER'S PRICES. MICROFICHE REPRODUCTION ONLY.

# Instrument for EVALUATION OF TEACHER SALARY SCHEDULES, 1967-68

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

ED023197

***Developed jointly by the***
**Research Division *and***
**Salary and Negotiation Consultant Service**
**NATIONAL EDUCATION ASSOCIATION**

Permission to reproduce this copyrighted work has been granted to the Educational Resources Information Center (ERIC) and to the organization operating under contract with the Office to Education to reproduce documents included in the ERIC system by means of microfiche only, but this right is not conferred to any users of the microfiche received from the ERIC Document Reproduction Service. Further reproduction of any part requires permission of the copyright owner.

**Copyright © 1967 by the**
**National Education Association**
**All Rights Reserved**

EA 001 739

Stock #431-13248
Price, 50¢ a copy
NEA discounts on
quantity orders

PROCESS WITH MICROFICHE AND PUBLISHER'S PRICES. MICROFICHE REPRODUCTION ONLY.

## CONTENTS


Introduction ..... 4

Evaluation Instrument for 1967-68 Salary Schedules ..... 4
Description of the 10 Tests ..... 4
Part A--Scheduled Dollar Amounts ..... 4
Part B--Structure of the Salary Schedule ..... 5

Part A--Scheduled Dollar Amounts ..... 7

Test 1--Dollar Amount of Minimum Scheduled Salary for the Bachelor's Degree Salary Class ..... 7

Test 2--Dollar Difference Between Scheduled Minimum and Step 11 of the Bachelor's Degree Salary Class ..... 9

Test 3--Dollar Amount of Scheduled Salary for the Master's Degree Salary Class at Step 11 ..... 11

Test 4--Dollar Differential Between Bachelor's Degree and Master's Degree Salary Classes at Step 11, or Highest Step Recognized on the Bachelor's Degree Class if Fewer Than 11 ..... 13

Test 5--Dollar Amount of Maximum Scheduled Salary for the Highest Preparation Salary Class Not Requiring an Earned Doctor's Degree ..... 15

Part B--Structure of the Salary Schedule ..... 17

Test 6--Ratio of Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class ..... 17

Test 7--Ratio of the Amount Scheduled for the Master's Degree Salary Class at Step 11 to the Minimum Scheduled Salary for the Bachelor's Degree Salary Class ..... 19

Test 8--Ratio of the Maximum Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree ..... 21

Test 9--Increments in the Master's Degree Salary Class ..... 23

Test 10--Recognition of Advanced Preparation Beyond the Bachelor's Degree ..... 25

Score Sheet for Evaluation of Teacher Salary Schedules, 1967-68 .. 27

# INTRODUCTION

The school year 1967-68 is the third consecutive year that the National Education Association has undertaken an objective evaluation of salary schedules for classroom teachers. Salary schedules serve as the basis for remuneration of members of the teaching profession and have an important role in attracting and retaining them in individual school systems and in the profession. It is important, therefore, that desirable practices be recognized, both in providing adequate amounts of remuneration, and in structuring the schedule with respect to factors such as recognition of advanced levels of preparation and number of increments.

The staffs of the NEA Research Division and of the NEA Salary and Negotiation Consultant Service have worked jointly in the development of an objective instrument for evaluating salary schedules for classroom teachers. The developmental work has involved extensive efforts to assemble the best in experience and expert judgment regarding the component parts of good salary scheduling and appropriate relationships among these parts.

The first evaluation instrument was applied by the Research Division to a large number of 1965-66 salary schedules from systems with enrollments of 6,000 or more. Summary results were published in Research Report 1965-R16, Evaluation of Salary Schedules for Classroom Teachers, 1965-66. It contained summary tables showing distributions and average and median scores for salary schedules received from school systems with enrollments of 6,000 or more and for a selected group of high-income suburban systems. Scores for individual schedules were not reported.

The instrument was revised for use in 1966-67 and was developed to the point where it was deemed appropriate to report the scores of individual school systems. Accordingly, Research Report 1966-R19, Evaluation of Salary Schedules for Classroom Teachers, 1966-67, was published in the fall of 1966. It contained summary tables of distributions and mean and median scores of schedules for all reporting systems with enrollments of 6,000 or more and for a selected group of high-income suburban systems, and also a system-by-system listing of scores for each schedule evaluated.

## Evaluation Instrument for 1967-68 Salary Schedules

Experience with the application of the evaluation instrument to 1966-67 salary schedules showed it to be a valid and reliable measure of the relative quality of salary schedules. However, this experience indicated that further improvements were needed. There was also need for the instrument to be more reflective of NEA goals for teacher salaries as stated in the 1966 NEA Resolutions. Therefore, the instrument has been revised for 1967-68. It consists of 10 tests, each with a maximum score of 100 points or a total of 1,000 points. The five tests making up Part A, concerned with the adequacy of dollar amounts scheduled, account for 500 points, and the five tests in Part B, which evaluate the structure of the schedule in terms of desirable practice, account for the remaining 500 points.

## Description of the Tests

The 10 tests may readily be applied to any classroom teacher salary schedule. Only a few simple calculations are necessary. Since the tests, as shown below, are self-explanatory, only a brief description is given here, together with the basic reasons for their inclusion in the evaluation instrument.

Following the 10 tests is a score sheet for summarizing the total score.

## Part A—Scheduled Dollar Amounts

### Test 1--Dollar Amount of the Minimum Scheduled Salary for the Bachelor's Degree Salary Class

The first check point on the schedule is the bachelor's degree minimum scheduled salary. If the earned degree is not mentioned, the salary class requiring four years of preparation is used in the application of Test 1. The maximum score of 100 points is given for a scheduled minimum of $8,000, the amount specified in the 1966 NEA salary resolution. Admittedly this goal is close to realization by only a few districts. In light of current economic conditions, however, and in relation

to salaries paid beginners in other professions, it is a reasonable figure.

Test 2--Dollar Difference Between Scheduled Minimum and Step 11 of the Bachelor's Degree Salary Class

The second check point is the spread between the scheduled minimum for the bachelor's degree (or 4-year) salary class and step 11 of the same class. If fewer than 11 steps are recognized, the highest step is used for the application of Test 2. This test is used to measure whether or not the increments are large enough to result in at least a 50-percent spread between the minimum and the maximum of the salary class, which is generally considered to be good salary schedule practice.

Test 3--Dollar Amount of Scheduled Salary for the Master's Degree Salary Class at Step 11

The third check point is the dollar amount scheduled at step 11 of the master's degree salary class. If the earned degree is not recognized, the five-year class is used for application of Test 3. Since the NEA salary resolution calls for doubling the beginning salary after 10 years of service and the master's degree, a maximum of 100 points is scored for a salary of $16,000 at step 11 of the master's degree (or 5-year) salary class. If there are fewer than 11 steps, the highest one recognized is used in applying this test.

As in Test 1, this goal is not easily attained, but for many districts it is a reasonable expectation in the near future.

Test 4--Dollar Differential Between Bachelor's Degree and Master's Degree Salary Classes at Step 11

The fourth check point on the schedule measures the dollar difference between the scheduled salary for step 11 of the bachelor's degree salary class and the amount scheduled for step 11 on the master's degree class. If there are fewer than 11 steps on the bachelor's degree scale, the highest one recognized on that scale is compared with the corresponding step on the master's degree scale. Likewise, if there are fewer than 11 steps on the master's degree scale, the highest step recognized on that scale is compared with the corresponding step on the bachelor's degree salary class. Four- and five-year preparation equivalencies are used for application of Test 4 if earned bachelor's or master's degrees are not specified.

This test permits a district currently unable to schedule the "goal" maximum salaries called for in Test 3 so to structure its schedule to allow for adequate recognition of the master's degree (or equivalent) and thereby obtain a relatively high score on Test 4.

Test 5--Dollar Amount of Maximum Scheduled Salary for the Highest Preparation Salary Class Not Requiring an Earned Doctor's Degree

The fifth check point is the maximum scheduled salary for the highest preparation level recognized which does not require an earned doctor's degree. This may range from the master's degree to seven years of preparation.

Long-service or merit maximums beyond the regularly scheduled maximum are excluded in the application of this test.

A maximum of 500 points can be scored on Tests 1 through 5 making up one-half of the 1,000 points possible of attainment on the 10 tests.

## Part B—Structure of the Salary Schedule

Test 6--Ratio of the Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Class

The sixth check point concerns recognition of the master's degree or fifth year of preparation, in relation to the bachelor's degree, or four years of preparation. This is a test of structure and a good score can be made even though scheduled dollar amounts may not be high. To obtain the maximum score of 100 points, the master's degree minimum should be at least 20 percent higher than the minimum scheduled for the bachelor's degree salary class. This is approximately the differential necessary to double the bachelor's degree minimum with 10 increments of 8 percent of the bachelor's minimum.

Test 7--Ratio of the Amount Scheduled for the Master's Degree Salary Class at Step 11 to the Minimum Scheduled Salary for the Bachelor's Degree Class

The seventh check point measures in structure of the schedule what Test 3 measures in terms of scheduled dollar amounts. To score the maximum 100 points on Test 7 the eleventh step of the master's degree salary class (or five-year class if master's degree is not specified) should be twice that of the bachelor's degree minimum step. If there are fewer than 11 steps in the master's degree class,

the highest step recognized is used in applying this test.

Test 8--Ratio of the Maximum Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree Salary Class

The eighth check point is the ratio of the maximum scheduled salary for six years of preparation to the minimum scheduled salary for the bachelor's degree salary class. Good structuring calls for the recognition of the sixth year of college preparation; the maximum of this class should be at least 120 percent above the bachelor's degree minimum since the goal for the master's degree maximum at step 11 is 100 percent above the bachelor's degree minimum.

Since Test 8 is a measure of good structure, the maximum points can be achieved by a district whose scheduled dollar amounts are somewhat lower than the goal schedule would require.

Test 9--Increments in the Master's Degree Salary Class

Test 9 is based on two check points: (a) the number of increments from minimum to maximum in the master's degree (or five-year preparation) salary class, and (b) the average increment (dollar amount) for the master's degree (or five-year preparation) salary class as a percent of the bachelor's degree minimum scheduled salary. Both subtests are related directly to the NEA salary resolution of the 1966 Representative Assembly.

In calculating the score for the entire test, each half is assigned a maximum of 50 points or a total possible score of 100 points for Test 9.

Test 10--Recognition of Advanced Preparation Beyond the Bachelor's Degree

Test 10 is also based on two check points: (a) recognition of advanced preparation requiring advanced degrees or full year academic training, and (b) recognition of intermediate advanced preparation levels requiring less than a full year of academic training.

Test 10 is scored the same as Test 9 with a maximum of 50 points for each of the two subtests and a total of 100 points for the test.

This test takes cognizance of the NEA salary policy of recognizing advanced preparation beyond the master's degree and has been constructed in accordance with what is generally accepted as the best practice in salary scheduling.

A maximum of 500 points can be scored on Tests 6 through 10 making up one-half of the 1,000 points attainable on the 10 tests.

A Research Report, Evaluation of Salary Schedules for Classroom Teachers, 1967-68, will be published by the NEA Research Division in the fall of 1967. It will contain national means, medians, and distribution of scores for each of the 10 tests and for the total score for all tests. The report will also contain a system-by-system listing of scores for each reporting system with an enrollment of 6,000 or more and for selected suburban systems.

# PART A—SCHEDULED DOLLAR AMOUNTS

## Test 1--Dollar Amount of Minimum Scheduled Salary for the Bachelor's Degree Salary Class[a/]

| Amount | Points | Amount | Points | Amount | Points |
|---|---|---|---|---|---|
| $8,000 or more | 100 | | | | |
| 7,960-7,999 | 99 | $6,560-6,599 | 64 | $5,160-5,199 | 29 |
| 7,920-7,959 | 98 | 6,520-6,559 | 63 | 5,120-5,159 | 28 |
| 7,880-7,919 | 97 | 6,480-6,519 | 62 | 5,080-5,119 | 27 |
| 7,840-7,879 | 96 | 6,440-6,479 | 61 | 5,040-5,079 | 26 |
| 7,800-7,839 | 95 | 6 400-6,439 | 60 | 5,000-5,039 | 25 |
| 7,760-7,799 | 94 | 6,360-6,399 | 59 | 4,960-4,999 | 24 |
| 7,720-7,759 | 93 | 6,320-6,359 | 58 | 4,920-4,959 | 23 |
| 7,680-7,719 | 92 | 6,280-6,319 | 57 | 4,880-4,919 | 22 |
| 7,640-7,679 | 91 | 6,240-6,279 | 56 | 4,840-4,879 | 21 |
| 7,600-7,639 | 90 | 6,200-6,239 | 55 | 4,800-4,839 | 20 |
| 7,560-7,599 | 89 | 6,160-6,199 | 54 | 4,760-4,799 | 19 |
| 7,520-7,559 | 88 | 6,120-6,159 | 53 | 4,720-4,759 | 18 |
| 7,480-7,519 | 87 | 6,080-6,119 | 52 | 4,680-4,719 | 17 |
| 7,440-7,479 | 86 | 6,040-6,079 | 51 | 4,640-4,679 | 16 |
| 7,400-7,439 | 85 | 6,000-6,039 | 50 | 4,600-4,639 | 15 |
| 7,360-7,399 | 84 | 5,960-5,999 | 49 | 4,560-4,599 | 14 |
| 7,320-7,359 | 83 | 5,920-5,959 | 48 | 4,520-4,559 | 13 |
| 7,280-7,319 | 82 | 5,880-5,919 | 47 | 4,480-4,519 | 12 |
| 7,240-7,279 | 81 | 5,840-5,879 | 46 | 4,440-4,479 | 11 |
| 7,200-7,239 | 80 | 5,800-5,839 | 45 | 4,400-4,439 | 10 |
| 7,160-7,199 | 79 | 5,760-5,799 | 44 | 4,360-4,399 | 9 |
| 7,120-7,159 | 78 | 5,720-5,759 | 43 | 4,320-4,359 | 8 |
| 7,080-7,119 | 77 | 5,680-5,719 | 42 | 4,280-4,319 | 7 |
| 7,040-7,079 | 76 | 5,640-5,679 | 41 | 4,240-4,279 | 6 |
| 7,000-7,039 | 75 | 5,600-5,639 | 40 | 4,200-4,239 | 5 |
| 6,960-6,999 | 74 | 5,560-5,599 | 39 | 4,160-4,199 | 4 |
| 6,920-6,959 | 73 | 5,520-5,559 | 38 | 4,120-4,159 | 3 |
| 6,880-6,919 | 72 | 5,480-5,519 | 37 | 4,080-4,119 | 2 |
| 6,840-6,879 | 71 | 5,440-5,479 | 36 | 4,040-4,079 | 1 |
| 6,800-6,839 | 70 | 5,400-5,439 | 35 | 4,039 or less | 0 |
| 6,760-6,799 | 69 | 5,360-5,399 | 34 | | |
| 6,720-6,759 | 68 | 5,320-5,359 | 33 | | |
| 6,680-6,719 | 67 | 5,280-5,319 | 32 | | |
| 6,640-6,679 | 66 | 5,240-5,279 | 31 | | |
| 6,600-6,639 | 65 | 5,200-5,239 | 30 | | |

a/ When earned bachelor's degree is not specified, the four-year equivalency is accepted for full credit.

## Test 2--Dollar Difference Between Scheduled Minimum and Step 11 of the Bachelor's Degree Salary Class[a/]

| Amount | Points | Amount | Points | Amount | Points |
|---|---|---|---|---|---|
| $4,000 or more | 100 | | | | |
| 3,970-3,999 | 99 | $2,920-2,949 | 64 | $1,870-1,899 | 29 |
| 3,940-3,969 | 98 | 2,890-2,919 | 63 | 1,840-1,869 | 28 |
| 3,910-3,939 | 97 | 2,860-2,889 | 62 | 1,810-1,839 | 27 |
| 3,880-3,909 | 96 | 2,830-2,859 | 61 | 1,780-1,809 | 26 |
| 3,850-3,879 | 95 | 2,800-2,829 | 60 | 1,750-1,779 | 25 |
| 3,820-3,849 | 94 | 2,770-2,799 | 59 | 1,720-1,749 | 24 |
| 3,790-3,819 | 93 | 2,740-2,769 | 58 | 1,690-1,719 | 23 |
| 3,760-3,789 | 92 | 2,710-2,739 | 57 | 1,660-1,689 | 22 |
| 3,730-3,759 | 91 | 2,680-2,709 | 56 | 1,630-1,659 | 21 |
| 3,700-3,729 | 90 | 2,650-2,679 | 55 | 1,600-1,629 | 20 |
| 3,670-3,699 | 89 | 2,620-2,649 | 54 | 1,570-1,599 | 19 |
| 3,640-3,669 | 88 | 2,590-2,619 | 53 | 1,540-1,569 | 18 |
| 3,610-3,639 | 87 | 2,560-2,589 | 52 | 1,510-1,539 | 17 |
| 3,580-3,609 | 86 | 2,530-2,559 | 51 | 1,480-1,509 | 16 |
| 3,550-3,579 | 85 | 2,500-2,529 | 50 | 1,450-1,479 | 15 |
| 3,520-3,549 | 84 | 2,470-2,499 | 49 | 1,420-1,449 | 14 |
| 3,490-3,519 | 83 | 2,440-2,469 | 48 | 1,390-1,419 | 13 |
| 3,460-3,489 | 82 | 2,410-2,439 | 47 | 1,360-1,389 | 12 |
| 3,430-3,459 | 81 | 2,380-2,409 | 46 | 1,330-1,359 | 11 |
| 3,400-3,429 | 80 | 2,350-2,379 | 45 | 1,300-1,329 | 10 |
| 3,370-3,399 | 79 | 2,320-2,349 | 44 | 1,270-1,299 | 9 |
| 3,340-3,369 | 78 | 2,290-2,319 | 43 | 1,240-1,269 | 8 |
| 3,310-3,339 | 77 | 2,260-2,289 | 42 | 1,210-1,239 | 7 |
| 3,280-3,309 | 76 | 2,230-2,259 | 41 | 1,180-1,209 | 6 |
| 3,250-3,279 | 75 | 2,200-2,229 | 40 | 1,150-1,179 | 5 |
| 3,220-3,249 | 74 | 2,170-2,199 | 39 | 1,120-1,149 | 4 |
| 3,190-3,219 | 73 | 2,140-2,169 | 38 | 1,090-1,119 | 3 |
| 3,160-3,189 | 72 | 2,110-2,139 | 37 | 1,060-1,089 | 2 |
| 3,130-3,159 | 71 | 2,080-2,109 | 36 | 1,030-1,059 | 1 |
| 3,100-3,129 | 70 | 2,050-2,079 | 35 | 1,029 or less | 0 |
| 3,070-3,099 | 69 | 2,020-2,049 | 34 | | |
| 3,040-3,069 | 68 | 1,990-2,019 | 33 | | |
| 3,010-3,039 | 67 | 1,960-1,989 | 32 | | |
| 2,980-3,009 | 66 | 1,930-1,959 | 31 | | |
| 2,950-2,979 | 65 | 1,900-1,929 | 30 | | |

a/ When earned bachelor's degree is not specified, the 4-year equivalency is accepted for full credit. If salary class contains fewer than 11 steps, use highest one recognized in applying this test.

Test 3--Dollar Amount of Scheduled Salary for the Master's Degree Salary Class at Step 11[a/]

| Amount | Points | Amount | Points | Amount | Points |
|---|---|---|---|---|---|
| $16,000 or more | 100 | | | | |
| 15,920-15,999 | 99 | $13,120-13,199 | 64 | $10,320-10,399 | 29 |
| 15,840-15,919 | 98 | 13,040-13,119 | 63 | 10,240-10,319 | 28 |
| 15,760-15,839 | 97 | 12,960-13,039 | 62 | 10,160-10,239 | 27 |
| 15,680-15,759 | 96 | 12,880-12,959 | 61 | 10,080-10,159 | 26 |
| 15,600-15,679 | 95 | 12,800-12,879 | 60 | 10,000-10,079 | 25 |
| 15,520-15,599 | 94 | 12,720-12,799 | 59 | 9,920- 9,999 | 24 |
| 15,440-15,519 | 93 | 12,640-12,719 | 58 | 9,840- 9,919 | 23 |
| 15,360-15,439 | 92 | 12,560-12,639 | 57 | 9,760- 9,839 | 22 |
| 15,280-15,359 | 91 | 12,480-12,559 | 56 | 9,680- 9,759 | 21 |
| 15,200-15,279 | 90 | 12,400-12,479 | 55 | 9,600- 9,679 | 20 |
| 15,120-15,199 | 89 | 12,320-12,399 | 54 | 9,520- 9,599 | 19 |
| 15,040-15,119 | 88 | 12,240-12,319 | 53 | 9,440- 9,519 | 18 |
| 14,960-15,039 | 87 | 12,160-12,239 | 52 | 9,360- 9,439 | 17 |
| 14,880-14,959 | 86 | 12,080-12,159 | 51 | 9,280- 9,359 | 16 |
| 14,800-14,879 | 85 | 12,000-12,079 | 50 | 9,200- 9,279 | 15 |
| 14,720-14,799 | 84 | 11,920-11,999 | 49 | 9,120- 9,199 | 14 |
| 14,640-14,719 | 83 | 11,840-11,919 | 48 | 9,040- 9,119 | 13 |
| 14,560-14,639 | 82 | 11,760-11,839 | 47 | 8,960- 9,039 | 12 |
| 14,480-14,559 | 81 | 11,680-11,759 | 46 | 8,880- 8,959 | 11 |
| 14,400-14,479 | 80 | 11,600-11,679 | 45 | 8,800- 8,879 | 10 |
| 14,320-14,399 | 79 | 11,520-11,599 | 44 | 8,720- 8,799 | 9 |
| 14,240-14,319 | 78 | 11,440-11,519 | 43 | 8,640- 8,719 | 8 |
| 14,160-14,239 | 77 | 11,360-11,439 | 42 | 8,560- 8,639 | 7 |
| 14,080-14,159 | 76 | 11,280-11,359 | 41 | 8,480- 8,559 | 6 |
| 14,000-14,079 | 75 | 11,200-11,279 | 40 | 8,400- 8,479 | 5 |
| 13,920-13,999 | 74 | 11,120-11,199 | 39 | 8,320- 8,399 | 4 |
| 13,840-13,919 | 73 | 11,040-11,119 | 38 | 8,240- 8,319 | 3 |
| 13,760-13,839 | 72 | 10,960-11,039 | 37 | 8,160- 8,239 | 2 |
| 13,680-13,759 | 71 | 10,880-10,959 | 36 | 8,080- 8,159 | 1 |
| 13,600-13,679 | 70 | 10,800-10,879 | 35 | 8,079 or less | 0 |
| 13,520-13,599 | 69 | 10,720-10,799 | 34 | | |
| 13,440-13,519 | 68 | 10,640-10,719 | 33 | | |
| 13,360-13,439 | 67 | 10,560-10,639 | 32 | | |
| 13,280-13,359 | 66 | 10,480-10,559 | 31 | | |
| 13,200-13,279 | 65 | 10,400-10,479 | 30 | | |

a/ When earned master's degree is not specified, the equivalency is accepted for full credit.

If salary class contains fewer than 11 steps, use highest one recognized in applying this test.

## Test 4--Dollar Differential Between Bachelor's Degree and Master's Degree Salary Classes at Step 11, or Highest Step Recognized on the Bachelor's Degree Class if Fewer Than 11[a/]

| Amount | Points | Amount | Points | Amount | Points |
|---|---|---|---|---|---|
| $1,600 or more | 100 | | | | |
| 1,585-1,599 | 99 | $1,060-1,074 | 64 | $535-549 | 29 |
| 1,570-1,584 | 98 | 1,045-1,059 | 63 | 520-534 | 28 |
| 1,555-1,569 | 97 | 1,030-1,044 | 62 | 505-519 | 27 |
| 1,540-1,554 | 96 | 1,015-1,029 | 61 | 490-504 | 26 |
| 1,525-1,539 | 95 | 1,000-1,014 | 60 | 475-489 | 25 |
| 1,510-1,524 | 94 | 985- 999 | 59 | 460-474 | 24 |
| 1,495-1,509 | 93 | 970- 984 | 58 | 445-459 | 23 |
| 1,480-1,494 | 92 | 955- 969 | 57 | 430-444 | 22 |
| 1,465-1,479 | 91 | 940- 954 | 56 | 415-429 | 21 |
| 1,450-1,464 | 90 | 925- 939 | 55 | 400-414 | 20 |
| 1,435-1,449 | 89 | 910- 924 | 54 | 385-399 | 19 |
| 1,420-1,434 | 88 | 895- 909 | 53 | 370-384 | 18 |
| 1,405-1,419 | 87 | 880- 894 | 52 | 355-369 | 17 |
| 1,390-1,404 | 86 | 865- 879 | 51 | 340-354 | 16 |
| 1,375-1,389 | 85 | 850- 864 | 50 | 325-339 | 15 |
| 1,360-1,374 | 84 | 835- 849 | 49 | 310-324 | 14 |
| 1,345-1,359 | 83 | 820- 834 | 48 | 295-309 | 13 |
| 1,330-1,344 | 82 | 805- 819 | 47 | 280-294 | 12 |
| 1,315-1,329 | 81 | 790- 804 | 46 | 265-279 | 11 |
| 1,300-1,314 | 80 | 775- 789 | 45 | 250-264 | 10 |
| 1,285-1,299 | 79 | 760- 774 | 44 | 235-249 | 9 |
| 1,270-1,284 | 78 | 745- 759 | 43 | 220-234 | 8 |
| 1,255-1,269 | 77 | 730- 744 | 42 | 205-219 | 7 |
| 1,240-1,254 | 76 | 715- 729 | 41 | 190-204 | 6 |
| 1,225-1,239 | 75 | 700- 714 | 40 | 175-189 | 5 |
| 1,210-1,224 | 74 | 685- 699 | 39 | 160-174 | 4 |
| 1,195-1,209 | 73 | 670- 684 | 38 | 145-159 | 3 |
| 1,180-1,194 | 72 | 655- 669 | 37 | 130-144 | 2 |
| 1,165-1,179 | 71 | 640- 654 | 36 | 115-129 | 1 |
| 1,150-1,164 | 70 | 625- 639 | 35 | 114 or less | 0 |
| 1,135-1,149 | 69 | 610- 624 | 34 | | |
| 1,120-1,134 | 68 | 595- 609 | 33 | | |
| 1,105-1,119 | 67 | 580- 594 | 32 | | |
| 1,090-1,104 | 66 | 565- 579 | 31 | | |
| 1,075-1,089 | 65 | 550- 564 | 30 | | |

a/ When earned bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

If the master's degree salary class has fewer than 11 steps and the bachelor's degree class 11 or more, use the highest step scheduled at the master's degree level and the corresponding step on the bachelor's degree class to obtain the dollar differential.

## Test 5--Dollar Amount of Maximum Scheduled Salary for the Highest Preparation Salary Class Not Requiring an Earned Doctor's Degree[a/]

| Amount | Points | Amount | Points | Amount | Points |
|---|---|---|---|---|---|
| $18,400 or more | 100 | | | | |
| 18,305-18,399 | 99 | $14,980-15,074 | 64 | $11,655-11,749 | 29 |
| 18,210-18,304 | 98 | 14,885-14,979 | 63 | 11,560-11,654 | 28 |
| 18,115-18,209 | 97 | 14,790-14,884 | 62 | 11,465-11,559 | 27 |
| 18,020-18,114 | 96 | 14,695-14,789 | 61 | 11,370-11,464 | 26 |
| 17,925-18,019 | 95 | 14,600-14,694 | 60 | 11,275-11,369 | 25 |
| 17,830-17,924 | 94 | 14,505-14,599 | 59 | 11,180-11,274 | 24 |
| 17,735-17,829 | 93 | 14,410-14,504 | 58 | 11,085-11,179 | 23 |
| 17,640-17,734 | 92 | 14,315-14,409 | 57 | 10,990-11,084 | 22 |
| 17,545-17,639 | 91 | 14,220-14,314 | 56 | 10,895-10,989 | 21 |
| 17,450-17,544 | 90 | 14,125-14,219 | 55 | 10,800-10,894 | 20 |
| 17,355-17,449 | 89 | 14,030-14,124 | 54 | 10,705-10,799 | 19 |
| 17,260-17,354 | 88 | 13,935-14,029 | 53 | 10,610-10,704 | 18 |
| 17,165-17,259 | 87 | 13,840-13,934 | 52 | 10,515-10,609 | 17 |
| 17,070-17,164 | 86 | 13,745-13,839 | 51 | 10,420-10,514 | 16 |
| 16,975-17,069 | 85 | 13,650-13,744 | 50 | 10,325-10,419 | 15 |
| 16,880-16,974 | 84 | 13,555-13,649 | 49 | 10,230-10,324 | 14 |
| 16,785-16,879 | 83 | 13,460-13,554 | 48 | 10,135-10,229 | 13 |
| 16,690-16,784 | 82 | 13,365-13,459 | 47 | 10,040-10,134 | 12 |
| 16,595-16,689 | 81 | 13,270-13,364 | 46 | 9,945-10,039 | 11 |
| 16,500-16,594 | 80 | 13,175-13,269 | 45 | 9,850- 9,944 | 10 |
| 16,405-16,499 | 79 | 13,080-13,174 | 44 | 9,755- 9,849 | 9 |
| 16,310-16,404 | 78 | 12,985-13,079 | 43 | 9,660- 9,754 | 8 |
| 16,215-16,309 | 77 | 12,890-12,984 | 42 | 9,565- 9,659 | 7 |
| 16,120-16,214 | 76 | 12,795-12,889 | 41 | 9,470- 9,564 | 6 |
| 16,025-16,119 | 75 | 12,700-12,794 | 40 | 9,375- 9,469 | 5 |
| 15,930-16,024 | 74 | 12,605-12,699 | 39 | 9,280- 9,374 | 4 |
| 15,835-15,929 | 73 | 12,510-12,604 | 38 | 9,185- 9,279 | 3 |
| 15,740-15,834 | 72 | 12,415-12,509 | 37 | 9,090- 9,184 | 2 |
| 15,645-15,739 | 71 | 12,320-12,414 | 36 | 8,995- 9,089 | 1 |
| 15,550-15,644 | 70 | 12,225-12,319 | 35 | 8,994 or less | 0 |
| 15,455-15,549 | 69 | 12,130-12,224 | 34 | | |
| 15,360-15,454 | 68 | 12,035-12,129 | 33 | | |
| 15,265-15,359 | 67 | 11,940-12,034 | 32 | | |
| 15,170-15,264 | 66 | 11,845-11,939 | 31 | | |
| 15,075-15,169 | 65 | 11,750-11,844 | 30 | | |

a/ Exclusive of long-service increments if any.

## PART B—STRUCTURE OF THE SALARY SCHEDULE

Test 6--Ratio of Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class[a/]

| Ratio (Bachelor's degree minimum = 100.0) | Points |
|---|---|
| 120.0 or higher | 100 |
| 119.2 - 119.9 | 95 |
| 118.4 - 119.1 | 90 |
| 117.6 - 118.3 | 85 |
| 116.8 - 117.5 | 80 |
| 116.0 - 116.7 | 75 |
| 115.2 - 115.9 | 70 |
| 114.4 - 115.1 | 65 |
| 113.6 - 114.3 | 60 |
| 112.8 - 113.5 | 55 |
| 112.0 - 112.7 | 50 |
| 111.2 - 111.9 | 45 |
| 110.4 - 111.1 | 40 |
| 109.6 - 110.3 | 35 |
| 108.8 - 109.5 | 30 |
| 108.0 - 108.7 | 25 |
| 107.2 - 107.9 | 20 |
| 106.4 - 107.1 | 15 |
| 105.6 - 106.3 | 10 |
| 104.8 - 105.5 | 5 |
| 104.7 or lower | 0 |

a/ When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

Test 7--Ratio of the Amount Scheduled for the Master's Degree Salary Class at Step 11 to the Minimum Scheduled Salary for the Bachelor's Degree Salary Class[a/]

| Ratio (Bachelor's degree minimum = 100.0) | Points |
|---|---|
| 200.0 or higher | 100 |
| 197.5 - 199.9 | 95 |
| 195.0 - 197.4 | 90 |
| 192.5 - 194.9 | 85 |
| 190.0 - 192.4 | 80 |
| 187.5 - 189.9 | 75 |
| 185.0 - 187.4 | 70 |
| 182.5 - 184.9 | 65 |
| 180.0 - 182.4 | 60 |
| 177.5 - 179.9 | 55 |
| 175.0 - 177.4 | 50 |
| 172.5 - 174.9 | 45 |
| 170.0 - 172.4 | 40 |
| 167.5 - 169.9 | 35 |
| 165.0 - 167.4 | 30 |
| 162.5 - 164.9 | 25 |
| 160.0 - 162.4 | 20 |
| 157.5 - 159.9 | 15 |
| 155.0 - 157.4 | 10 |
| 152.5 - 154.9 | 5 |
| 152.4 or lower | 0 |

a/ When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

If master's degree salary class contains fewer than 11 steps, use highest step recognized to apply this test.

Test 8--Ratio of the Maximum Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree[a]/

| Ratio (Bachelor's degree minimum = 100.0) | Points |
|---|---|
| 220.0 or more | 100 |
| 217.0 - 219.9 | 95 |
| 214.0 - 216.9 | 90 |
| 211.0 - 213.9 | 85 |
| 208.0 - 210.9 | 80 |
| 205.0 - 207.9 | 75 |
| 202.0 - 204.9 | 70 |
| 199.0 - 201.9 | 65 |
| 196.0 - 198.9 | 60 |
| 193.0 - 195.9 | 55 |
| 190.0 - 192.9 | 50 |
| 187.0 - 189.9 | 45 |
| 184.0 - 186.9 | 40 |
| 181.0 - 183.9 | 35 |
| 178.0 - 180.9 | 30 |
| 175.0 - 177.9 | 25 |
| 172.0 - 174.9 | 20 |
| 169.0 - 171.9 | 15 |
| 166.0 - 168.9 | 10 |
| 163.0 - 165.9 | 5 |
| 162.9 or lower | 0 |

a/ When bachelor's degree is not specified, the equivalency is accepted for full credit.

Maximum scheduled salary for six-year preparation salary class is exclusive of long-service increments beyond regularly-scheduled maximum.

Test 9--Increments in the Master's Degree Salary Class[a/]

| Subtest A | | Subtest B | |
|---|---|---|---|
| Number of increments--master's degree salary class (exclusive of long-service increments | Points | Average increment (dollar amount) for master's degree salary class as a percent of the bachelor's degree minimum scheduled salary | Points |
| 10 or 11 | 50 | 8.0% or higher | 50 |
| 9 or 12 | 45 | 7.5 - 7.9% | 45 |
| 13 | 40 | 7.0 - 7.4 | 40 |
| 8 or 14 | 35 | 6.5 - 6.9 | 35 |
| 15 | 30 | 6.0 - 6.4 | 30 |
| 7 or 16 | 25 | 5.5 - 5.9 | 25 |
| 17 | 20 | 5.0 - 5.4 | 20 |
| 6 or 18 | 15 | 4.5 - 4.9 | 15 |
| 19 | 10 | 4.0 - 4.4 | 10 |
| 5 or 20 or more | 5 | 3.5 - 3.9 | 5 |
| 4 or fewer | 0 | 3.4 or less | 0 |

To score Test 9--

Add score for Subtest A _____ (maximum 50 points)

to score for Subtest B _____ (maximum 50 points)

equals total score--Test 9 _____ (maximum 100 points)

a/ When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

## Test 10--Recognition of Advanced Preparation Beyond the Bachelor's Degree

**Subtest A: Recognition of preparation requiring advanced degrees or full-year academic training**

| Preparation classes | Points |
|---|---|
| 5 years, master's degree, 6 years, 7 years, and doctor's degree | 50 |
| 5 years, master's degree, 6 years, and 7 years or doctor's degree | 45 |
| 5 years or master's degree, 6 years, 7 years, and doctor's degree | 40 |
| 5 years or master's degree, 6 years, and 7 years or doctor's degree | 35 |
| 5 years, master's degree, and 6 years | 30 |
| 5 years, master's degree, and 7 years or doctor's degree | 25 |
| 5 years or master's degree, and 6 years | 20 |
| 5 years or master's degree, and 7 years or doctor's degree | 15 |
| 5 years and master's degree | 10 |
| 5 years or master's degree | 5 |
| None | 0 |

**Subtest B: Recognition of intermediate advanced preparation levels requiring less than a full-year of academic training**

| Number of intermediate preparation salary classifications between: | | | | | Points |
|---|---|---|---|---|---|
| Bachelor's degree and master's degree (or 5 years) | | Master's degree (or 5 years) and six years | | Six years and seven years | |
| 2 or more | AND | 2 or more | AND | 2 or more | 50 |
| 2 or more<br>or 1 | AND<br>AND | 2 or more<br>2 or more | AND<br>AND | 1<br>2 or more | 45 |
| 2 or more<br>or 2 or more | AND<br>AND | 2 or more<br>1 | AND<br>AND | 0<br>1 or more | 40 |
| 1<br>or 0 | AND<br>AND | 2 or more<br>2 or more | AND<br>AND | 1<br>2 or more | 35 |
| 1<br>or 2 or more | AND<br>AND | 1<br>1 | AND<br>AND | 1 or more<br>0 | 30 |
| 1<br>or 0 | AND<br>AND | 2 or more<br>2 or more | AND<br>AND | 0<br>1 | 25 |
| 1<br>or 2 or more | AND<br>AND | 1<br>0 | AND<br>AND | 0<br>any number or none | 20 |
| 0<br>0 | AND<br>AND | 1<br>2 or more | AND<br>AND | 1 or more<br>0 | 15 |
| 1 | AND | 0 | AND | any number or none | 10 |
| 0 | AND | 1 | AND | 0 | 5 |
| 0 | AND | 0 | AND | any number or none | 0 |

**To score Test 10--**

**Add score for Subtest A** _____ **(maximum 50 points)**

**to score for Subtest B** _____ **(maximum 50 points)**

**equals total score for Test 10** _____ **(maximum 100 points)**

## SCORE SHEET FOR EVALUATION OF TEACHER SALARY SCHEDULES, 1967-68

| Test | Maximum points possible | Points scored |
|---|---|---|
| PART A--SCHEDULED DOLLAR AMOUNTS: | | |
| Test 1--Dollar amount of the minimum scheduled salary for the bachelor's degree salary class | 100 | |
| Test 2--Dollar difference between scheduled minimum and step 11 of the bachelor's degree salary class | 100 | |
| Test 3--Dollar amount of scheduled salary for the master's degree salary class at step 11 | 100 | |
| Test 4--Dollar differential between bachelor's degree and master's degree salary classes at step 11 or highest step recognized on the bachelor's degree class if fewer than 11 | 100 | |
| Test 5--Dollar amount of maximum scheduled salary for the highest preparation salary class not requiring an earned doctorate degree | 100 | |
| Subtotal, Part A--Tests 1 to 5 | 500 | |
| PART B--STRUCTURE OF THE SCHEDULE: | | |
| Test 6--Ratio of minimum scheduled salary for the master's degree salary class to the minimum for the bachelor's degree class | 100 | |
| Test 7--Ratio of the amount scheduled for the master's degree salary class at step 11 to the minimum scheduled for the bachelor's degree class | 100 | |
| Test 8--Ratio of the maximum scheduled salary for six years of preparation to the minimum scheduled salary for the bachelor's degree | 100 | |
| Test 9--Increments in the master's degree salary class:<br>Subtest A--Number of increments<br>Subtest B--Average increment (dollar amount) for the master's degree salary class as a percent of the bachelor's degree minimum scheduled salary | 100 | |
| Test 10--Recognition of advanced preparation beyond the bachelor's degree:<br>Subtest A--Recognition of advanced preparation requiring advanced degrees or full-year academic training<br>Subtest B--Recognition of intermediate advanced preparation requiring less than a full year of academic training | 100 | |
| Subtotal, Part B--Tests 6 to 10 | 500 | |
| Total score--Tests 1 through 10 | 1,000 | |

School system _____

Evaluator _____ Date _____